

BearingPoint®

Join our team

Have you got what it takes to be part of our world-class team of consultants?

Choosing where to work is one of life's big decisions.

It's a balancing act of deciding what interests you, what your personal priorities are and what will keep you on the right course to develop your career.

This brochure will give you an insight into who we are, what we do, what your role as a consultant might be like and much more.

Come join our team

BearingPoint can provide you with the perfect launch-pad as you start your career. We're a global company with a small firm feel – a characteristic that many of our people find helps us stand out. As a graduate at BearingPoint, you will grow personally and professionally by working with multiple clients and team members from our various international offices. You will work in a high performing organisation and learn from talented, experienced colleagues. You will have the opportunity to participate in a variety of training programmes to develop your skills further.

We at BearingPoint are proud of our reputation for delivering outstanding business results through innovative solutions. We have a strong set of values that guides our relationships with our clients, with each other and within the communities where we live and work.

Come join our team. We look forward to welcoming you to BearingPoint!

Tony Farnfield
Partner, UK Practice Lead



Who we are

BearingPoint consultants understand that the world of business changes constantly and that the resulting complexities demand intelligent and adaptive solutions. Our clients, whether in commercial, financial or governmental sectors, experience real results when they work with us.

We combine industry, operational and technological skills with relevant proprietary and other assets in order to tailor solutions for each client's individual challenges. This adaptive approach is at the heart of our culture and has led to long-standing relationships with many of the world's leading companies and organisations.

We have a distinctive way of working when we are at our best. We call this the BearingPoint spirit and it has five characteristics.

Our 3,350 people, together with our global consulting network, serve clients in more than 70 countries and engage with them for measurable results and long-lasting success.

In the UK, our team works with some of the largest and most dynamic organisations across all industry sectors on client engagements that range in duration from a small number of weeks to large multi-year projects.



Holistic



Easy to
work with



Confident



Trusted



Entrepreneurial

What we do

Management Consulting

- Digital and strategy
- Operations
- Finance and Regulatory

Technology Consulting

- IT advisory
- Data analytics and information management
- Systems integration
- Solutions (ABACUS, Digital Ecosystem Management, Hypercube)

Why BearingPoint

At BearingPoint we offer an array of exciting opportunities to work on innovative and challenging projects with some of the world's leading companies. In a firm that takes personal responsibility for our clients and our people, we will inspire and develop your skills so that you can achieve your full potential and build a rewarding career.

We harness a diverse range of talent across different consulting disciplines in a vibrant, inclusive and values-led culture. We deliver technology and business solutions with a difference; combining high quality technical capabilities and strategic insight to create a unique experience for our people and clients.

We look for talented individuals who can offer more than a graduate or master's degree by demonstrating their understanding of business issues, as well as being structured and analytical thinkers.

BearingPoint can offer you:

Variety

You will be given the opportunity to work on varied and rewarding projects and experience different industries and service lines

Career

We will help you to develop your personal and business skills to become a rounded consultant who has the ability to become a future partner

Training

We emphasise competency development through a wide range of leadership, industry, business, technical and solution learning opportunities as well as through direct project work

Responsibility

You will be given lots of responsibility from the outset – are you up for the challenge?

Culture

Our people represent our culture. Our values represent a balance between individual, professional and management dimensions and reflect the BearingPoint spirit

International mobility

You will have the opportunity to work with other BearingPoint offices through our international secondment programme, 'New Horizons'

Compensation and benefits

BearingPoint offers a highly competitive compensation and benefits package. To remain competitive in the market, we review compensation benchmarks annually and adjust our metrics accordingly. We conduct performance and salary reviews on an annual basis, giving staff opportunities for promotions and/or salary adjustments and bonus.

In addition to a highly competitive salary, we offer the following benefits:

- Health insurance
- Pension
- Dental cover
- Life insurance
- Income protection
- Paid holidays
- Gym membership contribution
- Professional subscription contribution
- Mobile phone
- Season ticket loan

Our core consulting team

At BearingPoint, graduates join the core consulting team (CCT). Membership of this multi-disciplinary team gives you a grounding in the fundamental skills of both technology and management consulting. Not only does the CCT provide you with a more rounded experience, it also helps you to identify where your strengths lie and which aspects of consulting you enjoy most.

We take on students from a variety of disciplines, to name a few: Economics, Business, Social Sciences, Humanities, Engineering and Computer Science.

Your role as a Graduate Analyst will enable you to:

- Understand how business processes, systems and people need to be aligned to achieve business value
- Analyse data and generate new insights and solve problems to drive real world results in either a technology or business sphere
- Take a logical, structured approach to your work
- Enhance interpersonal and presentation skills

Your role as a member of the core consulting team

You will have the opportunity to leverage and develop your consulting skills to help customers translate their business strategies into actionable projects and programmes. You will have the opportunity to work across a range of industries and different service lines in the consulting industry. You will work with customers to develop roadmaps and initiatives to improve their business performance. You will also engage with the customer at senior levels as a trusted advisor in terms of tactical and operational efficiencies.

To supplement your consulting project work and develop your profile across the business, a number of internal roles are available to members of the core consulting team. These roles can vary from providing support at marketing and campus events, to supporting business development activities, training, CSR initiatives and organising sports and social events.

Management consulting at BearingPoint is for you if:

- You study a business/economics related degree e.g. Management OR have gained work experience in a business environment and have completed a humanities degree e.g. History, Geography
- You have a strong interest in how companies adapt and evolve to meet business needs and challenges
- You enjoy developing business ideas which translate into bottom line results

Technology consulting at BearingPoint is for you if:

- You study computer science, engineering or a software development related degree
- You enjoy analysing data and generating new insights
- You enjoy using new technologies and its application to solve world problems
- You have experience in technologies such as Java, .Net and Python

Meet Fiona

**an Analyst in the
core consulting team:**



My role

My role as a Business Analyst at BearingPoint allows me to take on many roles in one. Firstly, I take on the role of a mathematician, dealing with numbers and plotting processes to understand our client's business. Secondly, I am required to be creative, putting the data into graphs and diagrams to display outcomes in a clear innovative way. Thirdly, I am a storyteller, leading presentations or team meetings, selling our progress, findings and conclusions to the client. Fourthly, I am a researcher interviewing clients to learn more about their jobs, the challenges they are facing and their opinion on a certain topic or product. Finally, I am at times required to be a politician and understand the politics of the client's business. Throughout this role I must listen to the client, understand the needs of the project, show empathy and solve the clients' key challenges.

Normal day

One of the things I like most about my job is there is no such thing as a "normal day". Depending on what project I am working on, I may be based in the London office or work on the client's site. During my first six months I worked on five different projects. The industries I have worked in, range from financial services companies, food retailers to medical device developers (to name a few). In addition to our work for the client, there are a range of opportunities to work on internal projects, for example, helping the marketing department to develop contents for our website, organising internal meetings, providing inductions to new joiners and attending recruiting and industry events.

Alongside these events, BearingPoint offer a variety of training sessions to push your development and personal growth. If you are bored by routine easily, like to be challenged and want to explore a variety of different industries this is the right job for you.

Outside the office

I love travelling (which was another reason why I chose this job), therefore I try to spend as many weekends as possible exploring different cities and countries. Although I do not have to go far to discover new things as London has a lot to offer! In summer, I enjoy visiting the numerous festivals and food markets in the city with my friends. In winter, or on a rainy day I visit the never-ending number of museums, exhibitions and concerts. As a balance to my intellectually challenging work, I enjoy participating in a range of sports such as the gym, running, climbing or skiing. Combined with this, I regularly attend the BearingPoint sports and social clubs' events which offers fun activities once a month.

Why BearingPoint?

As a new joiner to the world of consulting I do not think I could have chosen a better place than BearingPoint UK. The size of our team and the firm is perfect to have all the opportunities and support you need whilst remaining small enough to know everyone in the office and have a family feel. At BearingPoint UK personal development is not just an idea but is promoted by everyone. Whilst there is a huge emphasis on training, the focus is on "on hands" experience and "learning by doing". I worked on my first project during my second week at BearingPoint and I had direct client contact from the beginning. Although this was a lot of exposure for a newbie like me, I never felt alone due to the great support from my colleagues. For me, this is the best and most important part about working for BearingPoint; working with and learning from open, friendly and inspiring people. We are a very diverse team with many different backgrounds, but we work together extremely well. Even though our job can be demanding, we still are able to have a lot of fun together.

Meet Charlie

a Consultant in the
core consulting team:



My role

BearingPoint Consultants come from a range of academic and occupational backgrounds, combining their experiences with the core consulting skills that we develop to deliver excellence for our clients. In practice, this means that whether you're on a project making strategic recommendations for a Utilities company, project managing in the digital arm of an Automotive giant or improving the operation of a Financial Services company, you are agile, driven and confident enough to make a difference. All of the above are projects which I was involved with in my first year with the firm; there is genuine variety available across the industries we serve and the services that we offer and you have the ability to make what you want of your role

Normal day

A normal day depends entirely on the project that you are on. My role has taken me across three continents and plenty of the counties in the British Isles, working with household names across a range of industries. Days will be a mixture of client interaction, independent work and team activities in search of the deliverable that our client demands and deserves. There will be plenty of days that will involve training, either on a core product, a method of working or on general business acumen. You'll have the chance to socialise with your team over dinner or with the rest of the office at our regular events.

Outside the office

Away from the office I combine playing cricket for my club in North London with hacking around golf courses. When I am on international projects, I have been lucky to be able to add on some holidays and spend time in Dubai, New York and Copenhagen. When I'm in the office, I make the most of us being in the heart of the best city in the world and, given the relationships we have with our colleagues, I'm never short of people to join me.

Why BearingPoint?

We want to learn. We want to be part of a fun, vibrant atmosphere with professionals that get up, get things done and look to do brilliant things. We want to be in an atmosphere where people help each other to develop and set high standards. We want to network. We want to be given the trust to be entrepreneurial but the support to get to where we want our careers to go. We want colleagues that are easy-to-work-with and who have their clients' interest at the core of what they do. We want a firm that lives by its values, not just puts them on their website. We want a firm with a mission to make a social impact and a funded, supported plan to make that happen. We want to enjoy coming to work and be proud of what we achieve. If you share our views, come and join us!

Meet Johanna

an Consultant in the core consulting team:



My role

I am currently a Consultant at BearingPoint working with Abacus, our regulatory reporting software. Starting at BearingPoint on either Analyst or Consultant level means that you will be part of the Core Consulting Team (CCT). As a CCT member you are in general not aligned to a specific service line or industry, but have the opportunity to get experience in different areas of both client and internal work. Outside of client work, I have been involved in business development, marketing and recruitment activities as well as software development, which greatly enhanced my knowledge outside of the “normal” client work. As part of the Core Consulting Team, you will also have the opportunity to take over so called development roles. Those development roles give you the opportunity to gain insight into an industry or service line that you are interested in. For example, I am currently holding the Insurance development role, which means that I am supporting all internal work in the insurance sector.

Normal day

I know it is what everyone says, but that doesn't make it less true: there isn't a “normal” day in consulting. The work I do on a day to day basis depends on which project I am working on. But this is exactly what makes consulting so interesting and a great way to learn. For my last project, I developed the UK specific reporting for our regulatory reporting solution, Abacus. During this project my day usually started with a team meeting, which was then followed by tasks around PMO, market research or development work.

Outside the office

Outside of work, I have only just discovered playing squash, which I found to be great fun, even though it involves crashing into a wall from time to time when trying to get a ball! I also very much enjoy baking cakes which I serve to colleagues as my guinea pigs!

Why BearingPoint?

I never wanted to be just one of a few hundred new joiners in a huge company, where no one really cares about me or my career. At BearingPoint, I am not just one of many and people are actually interested in me succeeding in my job, as this will also help the firm as a whole. The Sports and Social Club is a great example of the culture at BearingPoint. Once a month we plan events together, which vary from French cooking classes to Oktoberfest or football matches. Those events are not only great fun, but also give you the opportunity to get to know the people you are not working with directly. Another great way to get to know your colleagues is the Core Consulting Team Away Day. Every year, the full team undertakes a one-day off site excursion that involves team building events (last year we went to escape rooms), and activities to enhance your core consulting competencies.

Meet Gabriella

an Analyst in the core consulting team:



My role

As a Supply Chain Analyst I have a crucial role in supporting my Engagement Manager with the data validation and data analytics on project, whether this involves identifying relationships and patterns, or pinpointing emerging trends. To help me crunch the data, I have supply chain software and relational database management systems like SQL but a lot of the modelling happens in Excel. It is not only important to be able to analyse the data but also to present difficult concepts in visual and meaningful ways. A big part of my role involves communicating those data insights, conclusions and recommendations to the client, therefore I must remain perceptive to the clients' communication style and deliver on their key challenges.

Normal day

I spend a normal day either in the office, at one of our many client offices or representing BearingPoint at an industry event. When you work in consulting a normal day does not really exist and your day will vary significantly depending on the project you are on. One part of the year I might be spending full weeks in the London office, another part of the year I will be traveling abroad every two weeks or spending a large amount of my time at client site. The work is incredibly flexible, which keeps things interesting. There is also a range of opportunities to develop your skills-set further as monthly trainings on everything from methods of working to supply chain modelling concepts and

planning and inventory are offered. Never a dull day!

Outside the office

Away from the office I spend as much time as I can with my friends, exploring the many hidden gems of London. Mercato Metropolitano is one of my favourite places for street food in London. BearingPoint Sports and Social Club (SSC) also offer fun activities once a month, other than that people tend to gather at the local pub nearby the office on Fridays. Whenever possible I try to travel on the weekends, either back home to see my family in Sweden, to the English countryside or a new city abroad. I also practice yoga on a regular basis, I find that it helps me to focus my mind during the busier and more challenging times of work.

Why BearingPoint?

What attracted me to BearingPoint was the people, the culture and the opportunities to grow and develop professionally, quickly. The London practice is a relatively small BearingPoint office and I was attracted to the idea of knowing all of the faces in the office along with the opportunity to take on bigger responsibilities and more broad tasks early on in my career. When you work in small project team of 3-4 people there is no other option than all hands on deck, this really gives you the opportunity to take on more advanced tasks and grow quickly professionally. Nevertheless, you always have the support of your colleagues and you will find that even though everyone is very busy, people always take the time to help one another out.

Education programmes

You will start with BearingPoint School, an international training week where all new hires firm-wide come together to get to know the organisation better, to build personal networks and get their career at BearingPoint off to a great start.

To help you move forward in your career, you will find several tailor-made education programmes that will help you to take the next step. We offer female leadership courses, training for newly appointed managers, sales training at all levels and great personal development courses. Our collaboration with Yale School of Management provides specifically designed courses for BearingPoint staff.

We provide a wide range of leadership, industry, business, technical and solution learning opportunities in addition to our state of the art e-learning platform which offers more than 2,200 courses.



Sports and social

Our Sports and Social Club is run by staff for staff. Regular events are always enjoyed by all and it's a great way to try new things and meet new people. The club is subsidised by BearingPoint and each month there is something exciting and different to try. Feedback is really positive as it provides a way to connect in a fun and relaxed environment with staff from all parts of the business.

Recent events include:

- Jazz night
- Wine tasting
- Cricket matches
- Wheelchair basketball
- Comedy nights
- Cooking classes
- 5-a-side football
- Quiz night

Developing your career at BearingPoint

At BearingPoint you will grow personally and professionally working with a diverse range of clients and cooperating with talented colleagues from our offices throughout Europe. We emphasise competency building through formal training and direct project work. Our people typically work in project teams at the client's location which helps to foster trusted advisor relationships with some of the world's leading organisations.

BearingPoint's Career Progression Model maps the paths our people take to gain knowledge, build competencies and advance their careers based upon individual interests and career goals. Typically, business and technology graduates join BearingPoint as analysts and progress to consultant and then to senior consultant level. The management path comprises four levels from manager, leading to senior manager, director and ultimately, partner. Our people take specialised career paths with defined areas of focus, know-how, capability and expertise that allow them to progress through the model at a pace that fits.

You can speed up your career progression by targeting particular topics that you want to pursue and specialise in. We will work with you to help you realise your personal and career goals.



Corporate responsibility

BearingPoint UK has a Corporate Social Responsibility (CSR) strategy that focuses on our people, society and the planet. This strategy contributes to our Firm-Wide BearingPoint Foundation where we have a shared Social Purpose to support the understanding and development of the human mind. We deliver this Social Purpose by working with charities who transform people's lives, enabling them to access education, develop selfconfidence and achieve their potential by developing IQ and EQ.

The desire to give something back is important to us and BearingPoint UK is proud to be associated with the Shannon Trust Foundation, an organisation dedicated to helping prisoners and ex-prisoners learn to read. To help support and make an impact, we also provide pro-bono consulting projects for charities aligned to our Social Purpose, applying our business and technology consulting skills and solutions to help charity partners make a greater impact. We also take part in fundraising activities; physical challenges and a variety of other events. We channel the money raised through three charities selected by our employees; Alzheimer's Society, Mencap and Rethink Mental Illness, in order to increase the impact we can have as an organisation.

We believe our Social Purpose is making a long-term difference to the wider world we all live and work in, as well as creating a positive impact that will continue for generations to come. Living up to our Social Purpose is a large part of being an employee at BearingPoint, it will have an ever greater impact on the growth and success of our firm – helping us to inspire and grow our people, impact our society for the better and deliver sustainable, environmentally aware business solutions for our clients.

BearingPoint and the MCA

BearingPoint are proud to be a member of the Management Consultancies Association (MCA).

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Apply to open positions on our website - www.bearingpointcareers.co.uk

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